

ROUTING AND TRANSMITTAL SLIP

Date

12/14/81

TO: (Name, office symbol, room number,
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Initials Date

1. D D/OP

10-1 DEC 1981

2. 5E58 Hqs.

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REMARKS

You may wish to read the attached prior to our meeting with the Pay Consultants on 16 December. Since the attached was written, Jack has set a work schedule with them for the analyses and writing phase. He is confident that they will make the 15 January deadline date.

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FROM: (Name, org. symbol, Agency/Post)

Room No.—Bldg.
1006 Ames

DD/PAGE

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10 December 1981

MEMORANDUM FOR: [REDACTED] 25X1
Deputy Director of Personnel
for Policy, Analysis and Evaluation

FROM : [REDACTED] 25X1
Project Manager, Compensation Task Force

SUBJECT : Status Report on Compensation Study

[REDACTED] 25X1

Although I have had several phone conversations with each of the four consultants there has been a limited amount of activity since we [REDACTED] has facilitated the transition Time is going to be our biggest enemy with respect to the consultant completing Phase I as they came back to a number of cued-up client engagements. I have expressed concern repeatedly to them concerning the January 15, 1982 target and emphasized that an overrun would not be acceptable. They assure me that most of them plan to work through the Christmas holidays, are quite accustomed to tight time frames, and will meet their commitments as agreed. 25X1

I am informed that the two teams are in the process of discussing findings and formulating conclusions. Since they are required by contract to follow a "total compensation approach" they surfaced several questions on the benefits and perquisites package and I provided [REDACTED] this week with a considerable amount of material to complete their understanding. 25X1

Before our return, I asked [REDACTED] (Project Director) to plan a feedback session for D/Pers, DD/Pers, DD/PA&E, etc., just as soon as the teams could agree on some general conclusions. He has been somewhat reluctant to do this and would clearly prefer to deliver the report first. I emphasized that I thought the meeting would be mutually beneficial as, in addition to briefing Senior Management on tentative findings, the consultants need an opportunity to obtain any definitive views before documenting the options. I have scheduled a meeting for 16 December and will follow through with the consultants. 25X1

DERIVATIVE CL [REDACTED] 25X1
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The consultants have sought advice as to a feedback agenda and I suggested two broad topics:

- o Their general views as to how CIA positions in the four selected occupational areas compare, in terms of responsibility with their counterparts in the other two Agencies. (State and NSA)
- o Their judgment, at this point, of whether additional compensation for CIA overseas personnel is justified, in what amount and how it should be paid.

With respect to the first topic, based on limited feedback with one team and my own observations, I would anticipate the following response:

- o Operations Officers [redacted] 25X1
- o Administrative Officers - [redacted] 25X1
- o Communicators - [redacted] 25X1
- o Secretaries - [redacted] 25X1

I won't guarantee how close the consultants come to these calls.

Continuing the second item, if the consultants are convinced, as I expect they are, that some form of special pay treatment should be continued [redacted] several options can be identified. I would rank them in the following order: 25X1

- o Implement a new [redacted] Schedule with higher pay rates factored in to attain the proper balance with State's FS Schedule 25X1

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- o Upgrade all or some occupations in terms of the GS Schedule, as an interim measure, with a view toward selective treatment through a special pay schedule in Phase II.
- o Permanently upgrade all or some occupations within the GS Schedule based on the rationale that responsibilities warrant a higher grade linkage to the FS Schedule (if justified based on classification concepts).
- o Make the "interim pay differential" permanent at the same (9.6%, higher, lower or a graduated amount relating to pay grade).
- o Institute a system of temporary (one grade) promotions

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While there are several ways to achieve our objectives, I believe, at this point, that the first option is the most attractive and I have expressed this to the consultants. Psychologically, it provides more recognition and

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Apart from the substantive aspects of the study there are three administrative problems that will need to be overcome.

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be required for the first draft. Therefore I am informing the consultants that their hand draft will need to be received no later than 2 January 1982.

- o Additional Cost - [REDACTED] 25X1
original study cost estimates are proving to be low. An

[REDACTED] 25X1

to complete Phase II. I have asked TPF&C for a ballpark estimate of additional staff days/dollars to complete the study and will advise the Comptroller accordingly. Since [REDACTED] originally indicated that additional funding could be obtained, hopefully this will not create problems. 25X1



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Attachment

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